



# Technical Director, Insights

## CANDIDATE PACK

### Location:

Dar es Salaam, Tanzania with regular in-country travel and some international travel

# Seeking an ambitious top-performing professional for a key role in Gatsby Africa, an ambitious organisation committed to the transformation of high potential sectors in East Africa

## About Gatsby Africa

Gatsby Africa is a private foundation set up by Lord David Sainsbury that is committed to building stronger and more inclusive economies in East Africa through the transformation of high potential sectors.

East Africa urgently needs economic transformation - growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways to make a step-change in their income. To address this, Gatsby aims to catalyse large-scale and lasting change in high potential sectors in East Africa to benefit many hundreds of thousands of people over the long-term. We have a portfolio of five sectors across Kenya, Rwanda, Tanzania and Uganda: aquaculture, forestry, livestock, textiles & apparel and water services. In addition, Gatsby has been supporting work in the tea industry in Tanzania and Rwanda through our partner, The Wood Foundation.

The depth of our work, with a flexible but clear approach applied across these different sectors and geographies, provides us with a rich environment for learning. Our ethos, as a private foundation, is that we should be using the flexibility of our funding to do things that other development partners and institutions find difficult, to challenge ourselves to learn from best practices globally and to seek innovative new ways of driving change. Beyond our immediate work in transforming sectors, we champion a coordinated and strategic approach to economic transformation from governments and funders.

Our Insights Team is focused on ensuring that we utilise these capabilities as a private foundation to actively learn from our work and that of others; sharing this learning effectively internally, and with institutions, governments, development partners and finance institutions to influence their behaviours and choices. As we build this capability, we are seeking to become more externally focused, engaging with global and local debates about the pathways to economic transformation and the role of specific sectors in driving such change, while also building programmes of direct support to governments and others to adapt and adopt these lessons and best practices.

## Purpose of the Role

The successful candidate will play a vital role in enhancing Gatsby's capacity to deliver on the Insights team's breadth of work. They will be responsible for leading our programme of work in Tanzania, bringing technical understanding of industrial policy and practical experience of what works to build capacity in this area. They will need to further cement Gatsby's position as a trusted partner and build up the team to deliver on a wide-ranging programme of work.

# Overview of Responsibilities

The successful candidate will need excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action. They will need to understand Gatsby's approach to economic transformation, collaborate effectively with colleagues across the organisation and build trusted relationships with Gatsby's priority partners in Tanzania, deepening these relationships to provide insights into how Gatsby can best support change. As a result, this role will require excellent mentoring and coaching skills, both for internal staff and external partners.

<b>Reports to:</b>	Insights Director & Tanzania Country Director
<b>Direct Reports:</b>	3 (currently) with an overall team of 5 including several consultancies
<b>Location:</b>	Dar es Salaam with significant travel required (up to 35% at certain times) largely domestic but also regional and occasionally international.

## Key Responsibilities

### 1. Provide technical leadership of Gatsby's work in Tanzania

- **Analysis and evidence:** Ensure that Gatsby's work is based on strong foundations of analysis and evidence - using strong data/economics skills and bringing qualitative information as well as more entrepreneurial mindsets into decision-making.
- **Build capacity externally:** Build the capacity of partners to implement targeted and coordinated sector transformation efforts, building on learning from Gatsby's approach and examples of sustained economic growth and effective industrial policy from elsewhere.
- **Sector and project strategies:** Provide technical oversight of work alongside the government to design and support the implementation of sector transformation strategies or key cross-cutting project principles and plans.
- **Private-sector engagement:** Develop processes for pragmatic, timely and adaptive engagement of the private sector - consulting on prioritisation, on problem solving and on outcome evaluation to enhance support for business-led growth.
- **Design effective monitoring systems:** Lead the development of mechanisms for oversight, accountability and evaluation that can drive delivery and performance on economic/sector development activities.

### 2. Design and lead programme delivery in Tanzania

- **Policy making:** Build a highly nuanced picture of the context, political economy and the different stakeholders and personalities who influence decision-making across government, to maximise the effectiveness of Gatsby's work.
- **Tanzania programme strategy:** Lead Gatsby's engagement strategy in Tanzania, identifying aligned opportunities and developing an offer for Gatsby's work with different partners to deliver against these long-term goals.
- **Programme delivery:** Responsible for delivery against the outcomes and impact goals of the programme, and for planning staffing, budgets and timeframes to ensure we have the capacity to deliver.

- **Manage project teams:** Establish and lead teams of Gatsby staff, bringing in external consultants where needed, to deliver the planned work effectively.
- **Manage relationships:** Establish critical senior-level relationships, governance systems, ongoing communication and ways of working with partners to enable effective design and delivery of the different elements of the project.
- **Coaching and mentoring:** Provide coaching and mentoring support to our Tanzanian team, to build on existing knowledge of industrial policy, in understanding different sectors, in evaluating potential interventions to support business etc.
- **Finance and operations:** Oversee the financial and logistical operations of the programme, in line with Gatsby's policies and procedures, working closely with the operations and finance team to ensure value for money and proper use of all funds.

### 3. Engage in broader GA Insights Team workstreams

- **External representation:** Represent Gatsby externally at local, regional and international conferences, seminars and events.
- **Communications:** Produce high quality think pieces and communications materials from our projects for sharing internally and externally to highlight Gatsby's work.
- **Thematic learning:** Support work to deepen Gatsby's thinking on critical areas such as inclusive and resilient growth, environmental issues or sector selection.
- **Internal planning & reporting:** Contribute to Insights team's internal strategy, reporting and monitoring, evaluation, learning and reflection.
- **Leadership:** Contribute effectively to Gatsby's Leadership Group to help ensure efficient running of the organisation and the development of a learning culture.

More specific responsibilities, deliverables and project reporting lines will be agreed annually based on priority areas of work, as well as skills, capacity, and development needs.

## Person Specification

This is a challenging and exciting role that will require an individual who has excellent analytical and critical thinking skills; strong technical understanding of industrial policy; and enjoys building and maintaining strong relationships across a range of stakeholders.

### Key Competencies

- Excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action.
- Strong economic analysis skills with a focus on industrial policy and experience in the application of research to identify solutions to economic problems.
- Strong leadership and personnel management skills, including a deep commitment to staff development and coaching, and the ability to supervise, plan and prioritise.
- Excellent core project management with the ability to develop and articulate a clear & compelling vision for the programme, translating this ambition into phased strategies.

- High-level communications and influencing skills to work closely with senior leaders, build trusted relationships and be seen as a credible, authoritative resource.
- Initiative and the ability to work independently, taking personal responsibility for results with commitment to high standards of professional performance and integrity.
- A private sector outlook on development, and an entrepreneurial attitude to develop creative ways to engage potential partners.

## Personal attributes

- Able to reflect on the variety of likely impacts or outcomes from an activity and to determine pragmatic approaches to getting results.
- Creative and able to generate innovative solutions to evolving situations.
- A self-starter, able to meet deadlines under pressure and balance conflicting priorities.
- A genuine team-player who is consultative and collegiate in making decisions regarding programme direction when needed.
- Demonstrates professionalism and empathy with the mission and values of GA.
- Adaptability and comfort with ambiguity and change.
- Values driven, with unquestionable integrity, honesty and respect.

## Knowledge, Experience and Qualifications

- Broad experience and understanding of leading private sector development (and market systems development) programmes.
- Deep exposure to and understanding of broader debates around economic growth and the role of industrial policy.
- Proven experience of economic analysis and of influencing government decisions with evidence-based advice in sector transformation and industrial policy.
- A detailed grasp of political economy challenges, particularly in East Africa.
- Experience leading cross-cultural teams, showing sensitivity to cultural differences.
- A network of contacts in the development and investment sectors in East Africa.
- At least 12 years' relevant experience with substantial project management expertise and in-depth experience in East Africa.
- Relevant higher education qualification at bachelor's degree level or above.
- Kiswahili language skills.

# How to apply:

If you meet the criteria outlined above and would like to apply for the role, please submit:

- An up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages)
- A cover letter

Your cover letter should be no more than one page long. It should explain why you are interested in this opportunity and Gatsby Africa, and how your skills and experience make you a good fit. Bullet point cover letters will not be considered.

To apply please sign up to [www.empower.co.tz](http://www.empower.co.tz), create a profile then upload your documents on the relevant section.

**Closing date for applications: 8<sup>th</sup> January 2025** - only shortlisted candidates will be contacted.

## Diversity, equity and inclusion

Diversity, equity and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect and value diversity and the benefits that difference can bring to our organisation.

## Safeguarding

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

## Queries

If you encounter any problems with the application process, contact [info@empower.co.tz](mailto:info@empower.co.tz)

## Our Values

We have established a set of core values that serve as the foundation for the culture we strive to foster.

### We dream big

**Ambitious** - We are deliberately *ambitious* - seeking transformational change and creating sectors of the future.

**Innovative** - We are *innovative*- prepared to take calculated risks and pioneer innovations with our partners to achieve our aims

## **We listen and learn**

**Empathy** - We work with *empathy* and humility, knowing that we can only be successful if others own the solutions

**Learning** - We always seek to *learn* - always curious to understand why things do or do not work

## **We deliver**

**Collaborative** - We are a *collaborative* organisation - knowing we can only achieve our aims when we work with others, and we build local ownership.

**Delivery** - We maintain a *delivery* focus - holding ourselves to the highest standards and knowing that everything we do must be focused on bringing meaningful change that lasts and doing so in the most efficient and cost-effective way possible.



[www.gatsbyafrica.org.uk](http://www.gatsbyafrica.org.uk)